

Section-1

Q.1 → Explain the SHRM with its relation in an organisation.

Ans → The term Strategic Human Resources Management (SHRM) is made up of two words - 'Strategic' and 'Human Resource Management'.

According to Wright and Snell, "SHRM can be defined as the organisational system designed to achieve sustainable competitive advantage through people."

There are the following characteristics who relation in an organisation

- ① Long term focus
- ② Associated with goal setting
- ③ Inter related with business strategies

① Long term focus:- As business strategies are devised for long term, therefore, focus of SHRM is also long term, probably more

than one year.

② Associated with goal setting:- SHRM comes under the purview of top management. Its relation with setting of objective, formulation of policy and distribution of resources.

③ Inter related with business strategies:- There is an inter- relation between business strategies and SHRM.

for example:- It gives significant input when business strategy is formulated, and human resource strategies (like recruiting, training, and performance appraisal) are developed.